



ANNUAL REPORT 2024



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Mission, Visions, Objectives

The Hebe Foundation is a Christian Youth organisation that works with all young people aged 13-20 years old to help them discover & use their talents. The Hebe Foundation provides young people with a safe environment in which they can expand their minds, learn new skills and discover their talents in fun creative ways.

We focus on building young people's key life skills, employability skills and ethical values through quality projects London wide, in response to the genuine needs of the young people and their communities. Our projects are positive, productive and serve to show young people in a favourable light.

We share a burning passion to see young people grow in every area, and for us to be able to provide them with the environment and tools for that growth. We create innovative, inspiring, educational and engaging projects for all young people. We believe that no matter a young person's personal circumstances, ethnicity, ability or economic placement, they all deserve an equal chance to discover and use their talents with the support of those equipped to do so.

We work every day towards:

- Identifying, developing and releasing the talents within a young person
- Providing young people with a safe environment in which to expand their minds, learn new skills and discover their talents in an enjoyable creative ways
- Developing confidence, self-exploration & renewal of a young person
- Teaching the young people the merits of good work ethics, hard work, team building, good leadership, wisdom & love
- Helping young people take healthy ownership of the environments they operate within
- Equipping young people with skills that can be applied to all areas of their lives, enabling them to become well rounded members of society that bring about
- positive change
- Building relationships with the community and local businesses to bridge the generational and social gap, creating community cohesion



Erol Thompson
Chair of Trustees

Foreword from the Chair of Trustees

As the Chair of Trustees, it is my honour to present the Hebe Foundation Annual Report for 2024. This year has been a remarkable journey of stability, restoration and growth for our organisation. Our independently audited accounts, presented at the end of this report show how effectively we have made use of available funding and expanded our reach and impact.

The Hebe Foundation is a charitable, not-for-profit organisation working for the benefit of young people and their communities. We exist to provide facilities for educational, recreational and leisure-time activities for young people with the object of improving their conditions, character and life prospects.

This financial year marked 17 years of service to our local communities and young beneficiaries. From humble beginnings (The Hebe Foundation- South London, RCN 1139610) has matured into its role as advocate for the dreams and ambitions of young people attending our projects, workshop and mentoring schemes under The Hebe Foundation CIO, RCN 1197091.

In 2024, we engaged 412 young people aged 10-23 years old across 18 diverse programmes and initiatives. Our projects, such as the Hebe Olympics, Digital Disruptors, and Urban Debaters, have provided invaluable opportunities for personal growth, skill development, and community engagement. We also introduced new initiatives like the NHS – CRN, inviting young people to train and participate as collaborators in public health research into Long Covid. Along with our Crescere residential programme, further enriching the lives of our young participants.

Our achievements would not have been possible without the generous support of our donors and partners. We extend our heartfelt gratitude to organisations such as Guys and St Thomas NHS Foundation Trust, Aviation Business Continuity, Garfield Weston, London Baptist Association, and Tudor Trust, among many others. Your contributions have been instrumental in enabling us to deliver high-quality programmes and support to our young people.

I would like to express my deepest appreciation to our dedicated staff, volunteers, and youth workers. Your unwavering commitment and passion have been the driving force behind our success. This year, we welcomed new members to our trustee board and leadership teams, bringing fresh energy, invaluable skills and new perspectives to Hebe.

Our volunteers have been exceptional, with more than 36 individuals contributing their time and expertise across various programmes.

As we move forward, we remain committed to supporting young people through innovative and impactful projects. We recognise the challenges they face and are dedicated to providing the tools and safe spaces they need to thrive. Together, with the continued support of our donors, partners, and community, we will continue to make a positive difference in the lives of young people.

Thank you for being a part of the Hebe Foundation's journey. We look forward to another year of growth, collaboration, and success.

Warm regards,

Erol Thompson
Chair of Trustees
The Hebe Foundation



Amie Buhari
CEO

Foreword from the CEO

2024 at The Hebe Foundation was a year of restoration and growth. After our financial setback in 2022/23, we were able to start doing 'more' again. We went into more schools this year. We implemented more projects. We dreamed a bit more, and implemented more processes. We did however make the not so popular choice of not running our flagship project -The Junior Apprentice. We did this for 2 reasons: it being our biggest project, it also carries the biggest budget, which we could just not afford to run, and would have left us in a heavy deficit. The other reason was that after running for 16yrs it needed to rest, for the young people to not become complacent and for us to revise it. The hope is that we will have the funds next year to bring it back.

You will read throughout the report, the vast range of projects we deliver here at The Hebe Foundation, and gain a firm understanding of the strong theme underpinning all that we do. Themes of equipping our young people and young people of the next generation with the tools, skills and confidence essential to navigate this ever changing world. Young people at present are living through demanding and challenging times: many outlets and ways of thinking are fighting for their attention, the stability of society is constantly being questioned in their eyes, and mental health challenges without the resources to provide support are on the rise narioanlly. It has always been the ambition of The Hebe Foundation to create safe spaces for our young people to grapple with these and other issues, whilst learning the necessary and vital tools to manage their mental health and wellbeing.

We said goodbye and hello to members of our team this year. This included saying hello to a new Assistant Project Manager, new Sessional Staff, and new Trustees. We are thankful for all the activities, challenges and opportunities of 2024.

Warm regards,

Amie Buhari
CEO
The Hebe Foundation

Programmes and Impact

412

**YOUNG PEOPLE AGED 10-23 YEARS
OLD ENGAGED IN OUR ACTIVITIES**

**PROGRAMMES/INITIATIVE
OFFERED
TO YOUNG PEOPLE**

18

11

**SUSTAINING PARTNERSHIPS WITH
CORPORATES** *(incl INVESTMENT BANKS,
INSURANCE, LAW FIRMS & MARKETING)*

**VOLUNTEERS INVOLVED
ACROSS ALL THE
PROGRAMMES**

36

78%

Of our young beneficiaries are from a Black British Caribbean, Black British African or Black British Other ethnic background.

13%

Of our young beneficiaries are from white, with-mixed and/or other ethnic background.

9%

Of our young beneficiaries are from an Asian background.

What our young people said.....

“Being put in a random group full of people I had never met before pushed me out of my comfort zone as I would have to get to know each one of them and listen to their ideas. The short deadline to create an idea with my group pushed me to develop planning and leadership skills to keep everyone calm under pressure and to successfully bring our minds together to make a successful idea.”, Digital Disruptors participant

“Working in a team enabled me to express myself clearly to others and communicate my ideas. Presenting and talking to people to advertise Hebe brought me out of my comfort zone but I realised how my confidence in these areas has grown over the past 3 years taking part in Hebe’s projects”, Hebe Olympics participant

“Sports day and the Dragon’s Den task because it was very fun. Engaging in various sports and presenting to another company. I also won standout person and won out of all the groups that presented. This is especially important because I had to present all by myself considering the fact that my team wasn’t able to make it on the day.”, Hebe Olympics participant

“Teamwork and flexibility have been improved quite a lot done to the hands-on experience and mentoring provided in the programmes.”, parent from Hebe Olympics participant

“Meeting the other participants of the programme and having the opportunity to form more social links.”, Finishing School participant

Parents/Carers Workshops

A series of supportive and practical workshops designed for parents and carers who want to strengthen their relationships with their children. We've received a growing number of requests from parents struggling to connect with their young people or manage ongoing conflict. In response, we've often been asked to help mediate difficult conversations between families.

These workshops were created to meet that demand—offering a safe, welcoming space where parents and carers can share experiences, gain support, and build practical skills to foster healthier, more positive relationships. The sessions also provide guidance on navigating the challenges of parenting in today's fast-paced and ever-changing world.

Dates	Hours	Nr of young people
Week 1	2h	12
Week 2	2h	16
Week 3	2h	24
Week 4	2h	16
Week 5	2h	18
Total number of hours	10h	
Number of unique beneficiaries		37

Issues raised by parents/carers during the sessions:

- **Youth Culture:** Concerns about the impact of social media and peer pressure on young people.
- **Money Management:** Discussions on teaching youth to budget, save, and manage finances.
- **Effective Communication:** Focus on improving dialogue and understanding between parents/carers and children.
- **Parenting Styles:** Debates on balancing discipline and support in parenting approaches.
- **Neurodiversity:** Support for understanding and meeting the needs of neurodiverse children.
- **Legalities:** Clarification on legal rights and responsibilities regarding children's education and well-being.
- **Child Development:** Guidance on supporting children's emotional, social, and cognitive growth.

Urban Debaters

Urban Debaters is a structured six session programme of carefully curated debates. Delivered in partnership with Evershed-Sutherland law graduates, and in collaboration with Lambeth school St Francis Xavier. Topics were wide ranging and included: is AI the greatest threat to humanity; iOS is better than Android; Should female football be paid equivalent to male football; Should higher education be made free; Is democracy a good form of government. The sessions also included debating games, lawyer -vs- student quiz, and debating motions for and against in preparation for the offsite finale event.

School	Dates	Hours	Nr of young people
Urban Debaters with Eversheds-Sutherland Volunteers	28 th May	6h00	6
	29 th May	6h00	
	29 th May	9h30	
Urban Debaters Saint Francis Xavier	11 th Nov	1h20	21
	18 th Nov	1h20	
	25 th Nov	1h20	
	2 nd Dec	1h20	
	9 th Dec	1h20	
Total number of hours		28h10	
Total number of beneficiaries			27



Photography of participants at the project LNTRM 2024



HEBE Olympics

The programme aims to provide young people with a safe space to cultivate character development through a series of teamwork activities across various disciplines, including business and leadership, and foster personal growth akin to the spirit of the Olympics. Each day of the programme involves 1-2 challenges encompassing the following categories: physical, mental, creativity, business, mystery and observation.

Dates	Hours
29 th July	7h30
30 th July	7h30
31 st July	7h30
1 st August	7h30
2 nd August	7h30
5 th August	7h30
6 th August	7h30
7 th August	7h30
8 th August	10h30
Total number of hours	70h30





Site	Specified age range	Actual age range *	Participant sign-ups	No. attending
Clapham	13+	13-19	24	28*
Croydon	13+	13-19	11	11**
Lewisham	13+	13-19	21	21**
Peckham	13+	13-19	10	10**
Tottenham	13+	13-19	8	8**
Hounslow	13+	13-19	1	1**
Total			75	78

*The sign-up form includes 24 young people. However, based on the daily registrations, an additional 4 participants took part who were below the official age range of the Hebe Olympics. These individuals have been included in the overall count of the project.

** Due to missing and incomplete registration forms, the data presented here reflects only the sign-ups and does not necessarily represent actual participation

Clapham

Gender:

- 43% of the participants were boys.
- 57%. of the participants were females.

Age groups:

- 34% of the participants were aged between 11-14 years old.
- 66% of the participants were aged between 15 -24 years old.

Ethnicity:

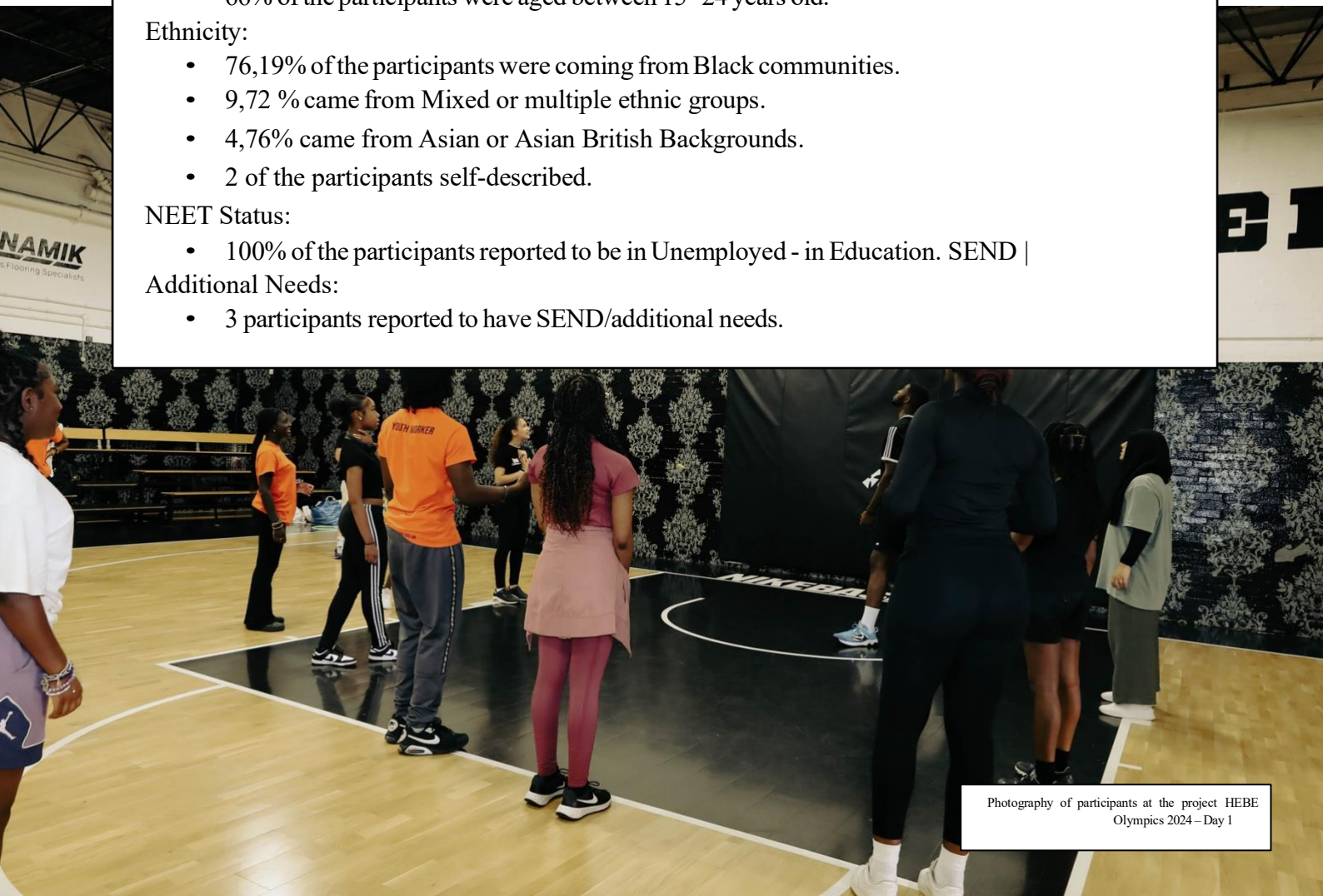
- 76,19% of the participants were coming from Black communities.
- 9,72 % came from Mixed or multiple ethnic groups.
- 4,76% came from Asian or Asian British Backgrounds.
- 2 of the participants self-described.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education. SEND |

Additional Needs:

- 3 participants reported to have SEND/additional needs.





Croydon

Gender:

- 63,63% of the participants were boys.
- 36,36% of the participants were females.

Age groups:

- 34% of the participants were aged between 13-15 years old.
- 66% of the participants were aged between 15 -19 years old.

Ethnicity:

- 63,6% of the participants were coming from Black communities.
- 18,2% came from Asian Backgrounds (Bagladeshi/ Pakistani/ India/ Other).
- 1 of the participants self-described as Mixed.

NEET Status:

- 81,8% of the participants reported to be in Unemployed - in Education.
- 2 of the participants reported not to be in Education.

SEND | Additional Needs:

- 1 participant reported to have SEND/additional needs.

Lewisham

Gender:

- 61,9% of the participants were boys. 38,1%
- of the participants were females.

Age groups:

- 76,2% of the participants were aged between 13-15 years old.
- 23,8% of the participants were aged between 15 -19 years old.

Ethnicity:

- 66,7% of the participants were coming from Black communities (Black British/ Black Caribbean/ Black African).
- 2 of the participants self-described as White/ Black African.
- 2 of the participants self-described as Black British/ Black Caribbean.
- 1 of the participants self-described as Mixed Arab.
- 1 of the participants self-described as Mixed Mixed.
- 1 of the participants proffered not to say.

NEET Status:

- 95,2% of the participants reported to be in Unemployed - in Education.
- 1 of the participants reported not to be in Education.

SEND | Additional Needs:

- 0 participants reported to have SEND/additional needs.
- 1 participant preferred not to say.



Peckham

Gender:

- 50% of the participants were boys.
- 50% of the participants were females.

Age groups:

- 90% of the participants were aged between 13-15 years old.
- 10% of the participants were aged between 15 -19 years old.

Ethnicity:

- 60% of the participants came from Black African background.
- 20% of the participants came from Black British background.
- 1 of the participants came from Black Caribbean background.
- 1 of the participants identified as White or White British.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education.

SEND | Additional Needs:

- 2 participants reported to have SEND/additional needs.

Tottenham

Gender:

- 37,5% of the participants were boys.
- 62,5% of the participants were females.

Age groups:

- 50% of the participants were aged between 13-15 years old.
- 50% of the participants were aged between 15 -19 years old.

Ethnicity:

- 75% of the participants came from Black African background.
- 1 of the participants came from Black British background.
- 1 of the participants identified as Arab.

NEET Status:

- 87,5% of the participants reported to be in Unemployed - in Education.
- 1 of the participants reported not to be in Education.

SEND | Additional Needs:

- 1 participant reported to have SEND/additional needs.

Digital Disruptors

Delivered in partnership with Tomorrow Group – Found – this project focused on social media, marketing strategies, AI, PR, expert Q&A sessions, and insights into digital career pathways. It culminated in a presentation slot at the prestigious annual PI Live Event.

Dates	Hours	Nr of young people
21st August	6h00	52
22nd August	6h30	48
23rd August	6h30	1
23rd September	10h	15
Total number of hours	29h	
Number of unique beneficiaries		55



Click on the video to watch

Demography

Gender:

- 30% of the participants were boys. 70%
- of the participants were females.

Age groups:

- 10% of the participants were aged between 11-14 years old.
- 90% of the participants were aged between 15 -19 years old.

Ethnicity:

- 90% of the participants were coming from Black communities.
- 10% came from Asian or Asian British backgrounds.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education. SEND |

Additional Needs:

- 2 participants reported to have SEND/additional needs (10% of the of participants responding to the survey).



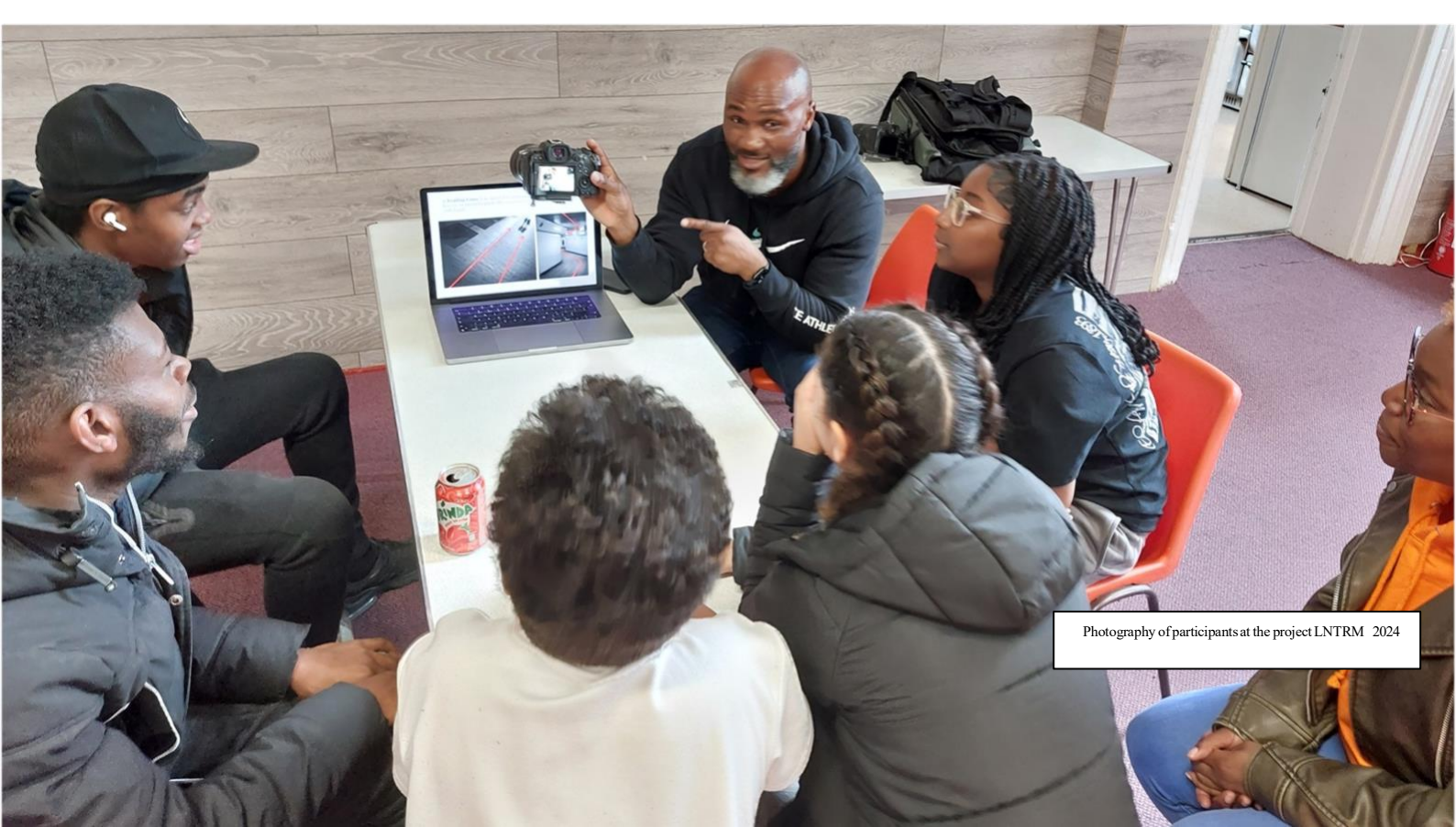
Photography of participants at the project HEBE
Olympics 2024 – Day 3

London's Next Top Role Model

Young people take part in a series of interactive workshops which challenge perceptions and assumptions about the people, values, and behaviours which influence them. This project enables young people to think critically about the attitudes and actions they can adopt to become a role model in their family, within their schools, and in their local communities.

The aim is to help young people explore the concepts of Role Models, Identity & Culture, Image, and Self Awareness. The young people will seek and develop what they think are characteristics of a role model and the qualities they need to succeed and give back to their community and beyond. All this is explored through the lens of photography, modelling, and design.

Dates	Hours	Nr of young people
28 th May	6h	5
29 th May	6h	5
30 th May	10h	3
Total number of hours	22h	
Number of unique beneficiaries		5



Photography of participants at the project LNTRM 2024



Finishing School

The aim of The Finishing School is to provide young people with the skills and understanding to confidently and comfortably operate effectively in any arena. Whether in educational, employment, or social settings, we want to see our young people getting the best out of every situation.

The Finishing School gives young people the opportunity to experience and learn new skills, paired with common sense and wisdom to know where and when to apply this knowledge to maximise both their own and others' potential.

In 2024, we delivered two editions of the programme: one community-based version during the summer holidays in August, and another delivered within a school setting. Both groups successfully completed the programme and were awarded an AQA certification in recognition of their learning and achievements.

Dates	Hours	Nr of young people
Community - 12th Aug – 16th Aug	25h	15
Community - 20th Aug – 23rd Aug	26h	15 (<i>same participants as the week before</i>)
School - 11th September – 23rd Oct	35h	46
Total number of hours	51h	
Number of unique beneficiaries		61



[Click on the video to watch](#)

*Demography of young people who participated in the community project**

**due to GDPR the demographic details of young people who participated in the school edition (September- October) could not be collected*

Gender:

- 50% of the participants were boys. 46,15%
- of the participants were females.
- 1 young person preferred not to say

Age groups:

- 10% of the participants were aged between 11-14 years old.
- 90% of the participants were aged between 15 -19 years old.

Ethnicity:

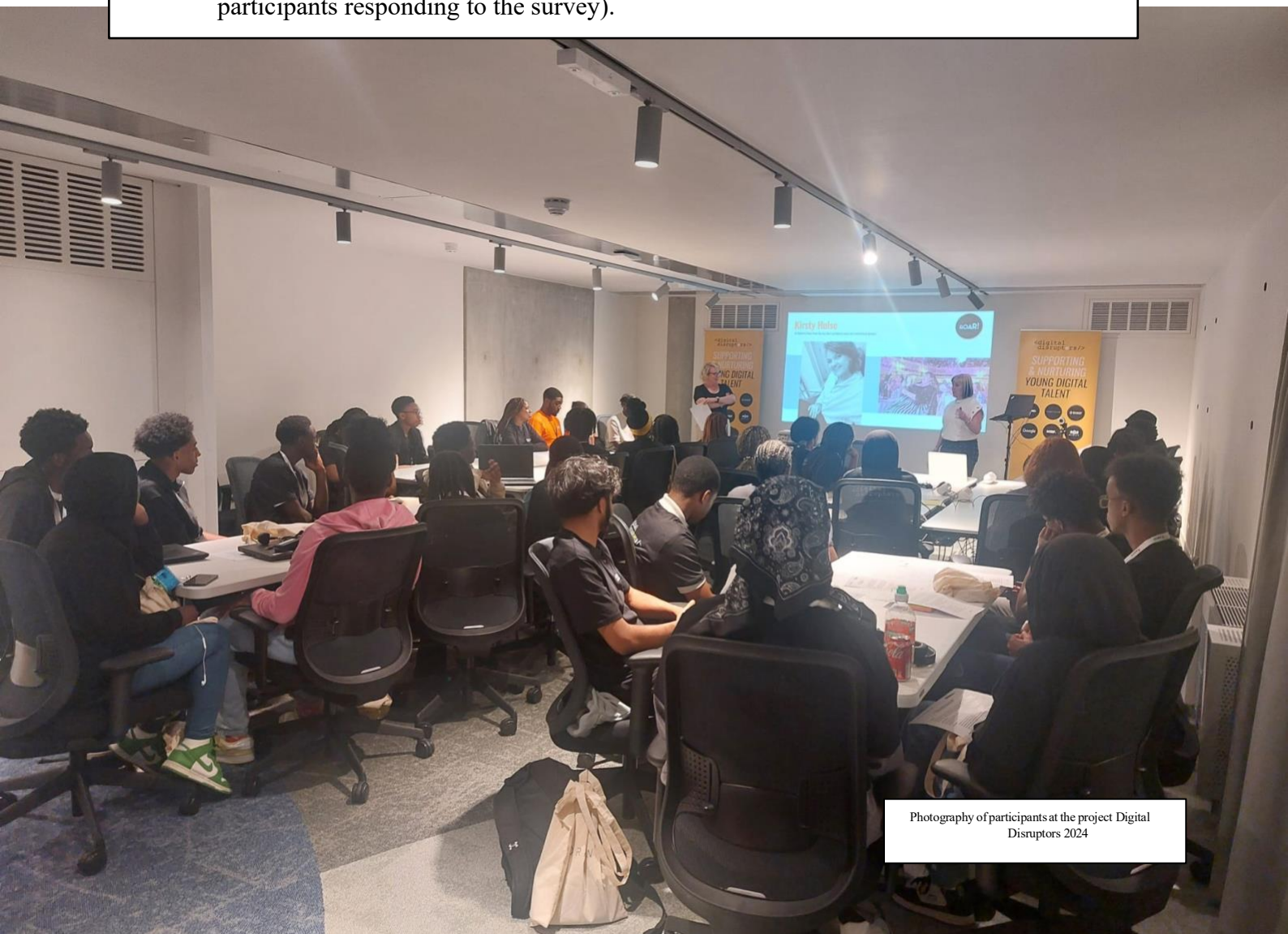
- 69,23% of the participants were coming from Black communities.
- 15,58% came from Asian or Asian British backgrounds.
- 7,69% came from Mixed or multiple ethnic groups.
- 2 of the participants self-described.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education.

SEND | Additional Needs:

- 3 participants reported to have SEND/additional needs (11,54% of the of participants responding to the survey).



Photography of participants at the project Digital Disruptors 2024



Youth Powerhouse

The Youth Powerhouse initiative centres around confidently addressing societal issues that impact young people. Through the exploration and creation of podcasts as a means of communication; we aim to unearth wisdom and ensure that voices are not only heard but also valued. We work with community radio stations to teach and broadcast the young people's work.

Explore identity, culture and the qualities of being a role model; all through the lens of photography and design. Culminating in an exhibition of the **9 young people's** involved work.

Stereotypes Against Gen Z and Gen Alpha | Ep. 1:

<https://open.spotify.com/episode/3uZVxq1vliJVyt0Spt2ijy?si=3fd908bf11954f50>

Our very first episode is an archive from Youth Powerhouse 2023. Listen to Christian, Yassin and Monet discuss stereotypes against their generation from older generations. Broadcasted on UGN Radio, May 2023

Stay With Us: Factors That Impact Daily Life | Ep. 2:

<https://open.spotify.com/episode/2kCzW4px81DPnlu6j3oTVy?si=cc3fd3dfbee54d42>

Chavez, Prudence and Vanessa discuss factors that impact daily lives and their respective experiences with family, friends and environment.

Top 5: Wrongfully Accused | Ep. 3:

<https://open.spotify.com/episode/4LOgbyqO73Kj2qmOz5Dm8K?si=9e9c7f402e8e4067>

Join Lara, Virtuous and Josiah as they discuss their Top 5 Wrongfully Accused people in history, not before sharing some weird facts they learned.



Demography

Gender:

- 44,44 % of the participants were boys.
- 55,56 % of the participants were girls.

groups:

- 47,1% of the participants were aged 11 – 14 years old.
- 52,9% of the participants were aged 15 – 18 years old.

Ethnicity:

- 44,44% of the participants identified as Black British.
- 11,11% of the participants identified as Black African.
- 33,33 of the participants identified as Asian – Other
- 1 of the participants preferred not to say.

NEET Status:

- 77,78% of the participants reported to be in Unemployed – in Education.
- 22,22 (2 young people) of the participants reported not to be in Education.

SEND | Additional Needs:

- 1 of the participants reported to have SEND/additional needs.

NHS – CRN – Discovering Research in Public Health

The Covid19 Made Long project invites young people with lived experience of Long Covid or long-term health impacts from Covid19 to become peer collaborators, playing a role in youth-led research. In this paid opportunity, collaborators receive full training and support to develop their skills in communication, research, and workshop facilitation. They work closely with researchers and youth workers to design and lead workshops where young people can share their Covid19 stories, contribute to data analysis, and present findings. The project particularly welcomes applicants whose voices and experiences are often underrepresented, offering them a space to be heard, build confidence, and make meaningful connections - all while shaping important research about the long-term effects of the pandemic on young people.

Young people trained	3
Young people who attended the focus group	9
Number of unique beneficiaries	12



Crescere

The aim of our residential “Crescere” lies in the definition of the word, meaning “growth” in Latin. In this residential we aim to take away young people from the many voices and busyness of London and provide them with the safe space to reflect about questions like “who am I?”, “what am I here for?” and “what am I good at?”.

In this residential we supported young people growing in purpose by raising their awareness of the talents that they have that may be hidden, repressed or repurposed. Crescere 2024 took place at Hoppers.

Dates	Hours	Nr of young people
5 th April – 8 th April	46h30	17
Total number of hours	46h30	
Number of unique beneficiaries		17

Demography

Gender:

- 41,18% of the participants were boys.
- 58,82 % of the participants were girls.

Age groups:

- 47,1% of the participants were aged 11 – 14 years old.
- 52,9% of the participants were aged 15 – 18 years old.

Ethnicity:

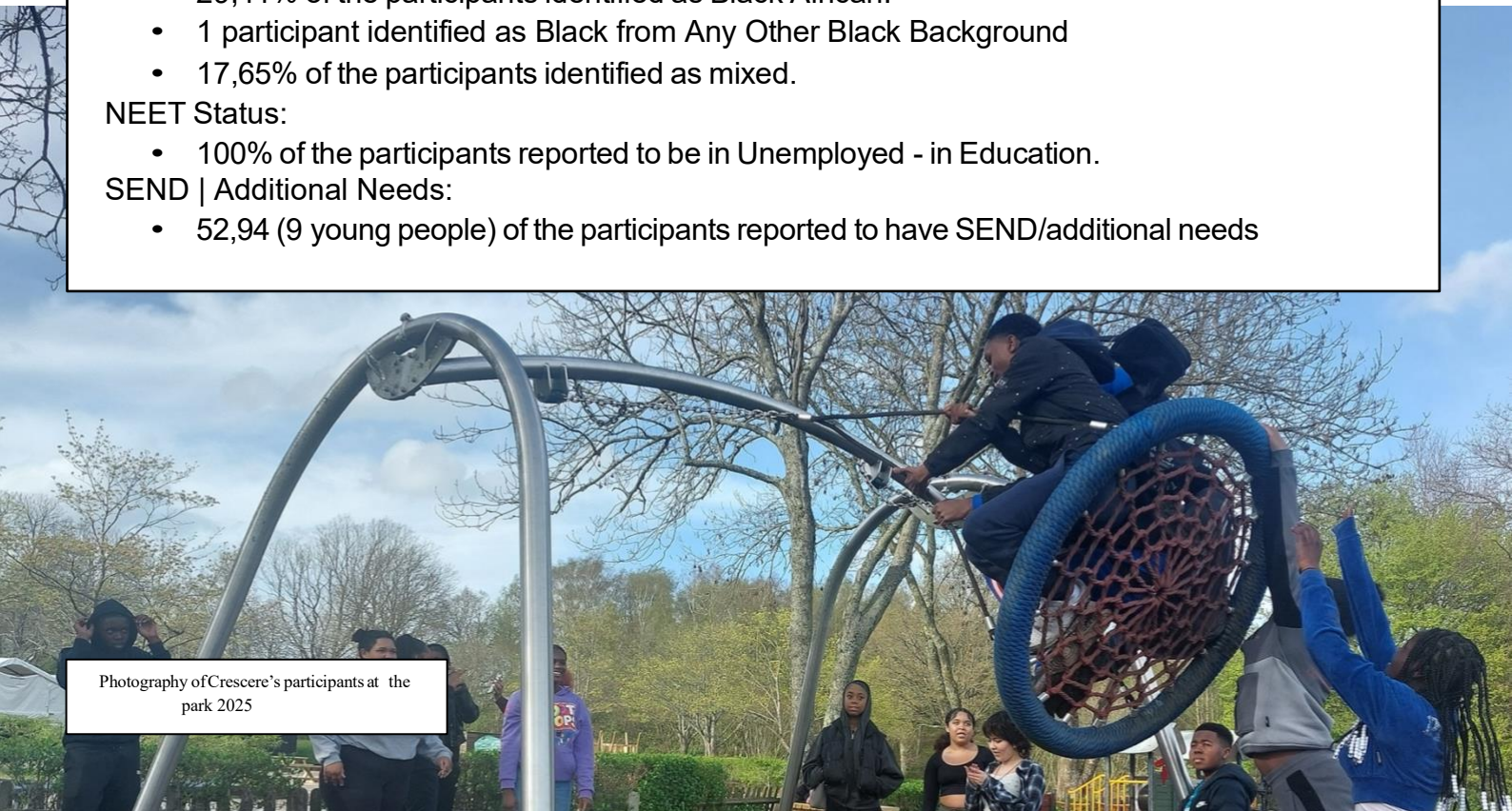
- 47,1% of the participants identified as Black Caribbean.
- 29,41% of the participants identified as Black African.
- 1 participant identified as Black from Any Other Black Background
- 17,65% of the participants identified as mixed.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education.

SEND | Additional Needs:

- 52,94 (9 young people) of the participants reported to have SEND/additional needs



Photography of Crescere's participants at the park 2025



HEBE EMPLOYMENT LEARNING PROGRAMME (H.E.L.P.)

In-depth career advice and employment readiness to increase knowledge of the skills employers are looking for, encouraging participants to discover and explore their gifts and talents. The HELP elements provided a safe space for young people to recognise their full potential and how this could apply in a work environment. This edition of the HELP programme entailed:

- **1-1 sessions:** Designed specifically for young individuals, offering personalised guidance and support in relation to their educational choices and career pathways.
- **ABC 'Excite':** In collaboration with our corporate partner Aviation Business Continuity (ABC), our taster days were tailored for young people, offering a comprehensive overview of airport operations to inspire an interest in pursuing a career at the airport. This culminated in the opportunity for 2 participants to engage in an apprenticeship with ABC.
- **Research Project Master Class:** Exploring health related research by engaging with professional researchers working on public health research. This initiative provided young people with opportunities to delve into the world of research, fostering their interest and increasing their understanding in this field of work.
- **Theatre Production:** An opportunity to gain work experience on a real theatre production in areas like Lighting, Stage management, Design, Event management, and social media publicity.

Dates	Hours	No of young people
22nd July (1-1 sessions)	1h	1
29th July (1-1 sessions)	1h	1
12th Aug (1-1 sessions)	1h	2
25th Nov (1-1 sessions)	1h	1
21st Aug - 31st Aug (Theatre Production)	9h	1
16th November (1-1 sessions)	1h	1
21st November (1-1 sessions)	1h	1
Total number of hours	16h	
Number of unique beneficiaries		8

Demography

Gender:

- 75% of the participants were girls.
- 25% of the participants were boys.

Age groups:

- 25% of the participants were aged 15 – 17 years old.
- 75% of the participants were aged 18 – 23 years old.

Ethnicity:

- 62,5% (5 young people) of the participants identified themselves as Black – Any Other Black Background.
- 1 young person (12,5%) identified as Mixed – Black African and White.
- 1 young person (12,5%) identified as Mixed - Black Caribbean & White.
- 1 young person (12,5%) identified as White British.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education.

SEND | Additional Needs:

- 25% (2 young people) of the participants reported to have SEND/Additional Needs.
- 75% (6 young people) reported not have send/additional needs.



Photography of participants at the project
Finishing School 2025



One-off initiatives

In 2024, various one-off initiatives took place. The **May Theatre Trip** involved 7 young people, offering them a unique opportunity to explore the world of performing arts. The **Film Festival**, with 8 participants, allowed the youth to experience and showcase their creativity in filmmaking. **Interns & Work Experience** provided valuable hands-on learning for 9 young people, helping them develop practical skills for their careers. Finally, the **Youthwork Essentials** project engaged 23 participants, providing them with crucial training and skills to enhance their involvement in community work. These one-off projects play a vital role for the communities, fostering growth, confidence, and empowerment among the youth, and offering them essential tools to succeed in various areas of life.

Moreh Mentoring

We believe that every young person should have a mentor in their lives to guide, teach, encourage, and, most importantly, listen to them. Through our Moreh Mentoring programme, we offer all the young people we work with the opportunity to request a mentor for as long as they need, providing them with continuous support and guidance to help them grow and thrive.

We maintained a small number of mentoring relationships this year, with 6 young people taking part. We are currently experiencing a shortage of mentors, so the focus for next year is to recruit again, hoping people are more willing to commit.

Theatre Production

This opportunity allowed young people to gain work experience on a real theatre production in areas such as lighting, stage management, design, event Management, and social media publicity. 1 young person took part in this experience.

Vanderlande Career Day

On the 5th of July 2024, we partnered with Vanderlande - a global leader in the aviation and engineering industry - to deliver an exclusive industry insight day for young people. During the event, 5 young people participated, having the opportunity to explore career pathways within aviation, learn about apprenticeship and job opportunities, and receive practical guidance on CV building and interview skills. This initiative aimed to inspire and equip young people with the tools and knowledge needed to take the first step towards a career in a highly competitive sector.



Listening Sessions

The Listening Sessions were a one-off initiative created in response to the tragic fatal incident involving a young person in the Clapham area, near the church and Hebe's office. These sessions were designed to provide space for the local community to come together, share their thoughts, and express their concerns - particularly around youth safety. They served as a very important moment of collective reflection and dialogue, allowing residents to voice their fears and hopes in the wake of violence. A diverse group of stakeholders took part in the sessions, including local charities, young people, residents, the church, Lambeth Council, and the Metropolitan Police. From these conversations, a range of ideas emerged on how to better support young people in the area. These community insights directly inspired the development of the Safer Streets project - an 8-week violence prevention programme to be implemented in 2025, aimed at building safer and more supportive environments for young people in Clapham.

Royal Marsden

The project aims to equip young people with essential skills through interactive activities, focusing on problem-solving, teamwork, creativity, and transferable skills development. Key objectives include boosting confidence, improving communication, and preparing for job interviews. Participants will engage in challenges such as "The Bridge Builder," requiring teamwork to construct a functional bridge, and "The Collaborative Art Installation," where they create an art piece using unconventional materials. Additionally, workshops on confidence building, creating elevator pitches, and mock job interviews will help participants enhance their personal and professional skills. The goal is to prepare young people for future opportunities, fostering personal growth and readiness for the workforce. The participants were young people currently living with a life-changing disease. In total, 21 young people took part.



Christmas Boxes

The main objective of this project is to bring comfort and joy to families during Christmas. Through our efforts, we aimed at spreading holiday cheer and ensure that families in need feel cared for and supported during this special season. This year, our initiative involved the collaboration of:

- 6 volunteers from partners and companies
- Financial support from iMGP + individual donations + Giving World + Felix project
- 3 dedicated members of our staff

Together, we delivered hampers with essential items to 158 families. Majority of the families we supported this year were of Hispanic ethnicity, which reflects the diverse community we have been serving.

Church work

This year we trained and consulted churches on youth work development. Our work included supporting churches in face-to-face youth provision. We hosted 2 Youth events and developed resources. We represented the Baptist Union on various CYF (children, youth & families) roundtables, and delivered workshops. We recruited 5 new interns for the Leadership year programme.

We also delivered the Youthwork Essentials training to 2 groups.

- Supported 17 churches across London
- Worked with over 70 young people
- Delivered 17 speaking engagements
- Served on 4 Roundtables/advisory boards

Finance

2024 saw us become stable once again. Due to the cuts of 2023, we were very tight with our spending. Although the number of successful applications didn't rise, we still managed to deliver our projects. We also made a decision to outsource our Fundraising, to a bid writing company. This was due to the lack of capacity to do it inhouse since the drastically reduced hours of our Fundraising Development Manager.

You'll find our independently examined accounts for 2024 at the end of this report

Thank you to our funders and donors

At Hebe, we know that the best support for young people comes through strong collaboration.

Partnering with other organisations and companies enables us to widen our reach and create more meaningful opportunities for those we work with.

Our network of partners includes churches, youth clubs, schools, charities, universities, local councils, and local and international businesses. Every one of our projects is shaped and strengthened by these partnerships, which are central to everything we do. In 2024, we were proud to sustain and grow these relationships. We're incredibly grateful to all our partners for their continued support. As true Hebe Champions, they've shared their time, expertise, and resources with us - and we couldn't do it without them.



The Hebe Foundation Staff & Trustees

This year, our core team remained consistent, providing stability across our projects. We said a warm goodbye to Assistant Project Manager Rai and welcomed Simbie into the role. We were also excited to bring on board a young person who has grown with us - from beneficiary to youth worker - and now officially joins the office team. Additionally, two new mentee youth workers came on board, contributing fresh energy and perspectives to our ongoing projects.

Looking forward

The Hebe Foundation has been working in an environment that is increasingly difficult to navigate. Supporting young people and their families continues to be a challenge that requires meaningful investment and truly integrated efforts from charities, corporates, schools, and local authorities. While young people are full of creativity, strength, and potential, they are also navigating enormous pressures - whether personal, social, economic, or political. They deserve all our attention as they face challenges that too often go unnoticed or unsupported.

One of the major gaps we've identified is the lack of structured, sustained support for young people in their transition from school to work. This is a crucial and often overwhelming time for them, and we know many struggle to find the space, time, and guidance they need to prepare for their futures. At Hebe, we are committed to filling that gap, providing practical and emotional support so no young person is left to navigate this alone.

Mental health remains one of the most urgent and under-addressed issues in the lives of young people today. With our new project "We've Got You", we are creating safe, affirming spaces for young people to open up about their mental health, especially those with SEND who are often left behind due to a lack of understanding, services, and urgency in support. Many young people are struggling to connect with one another, and trust in institutions like schools is low - particularly for those who have felt let down time and again. This work is crucial, and we will continue to prioritise it.

We also recognise how vital it is to keep young people engaged and provided for during school holidays. These moments of the year can be especially vulnerable, with increased risks of isolation, violence, and exploitation. Our holiday programmes offer young people a space to belong, connect, learn, and grow - while actively working to prevent violence and support safer communities.

Looking ahead, we are committed to bridging the widening gap between young people and democratic institutions. In light of last year's far-right riots and political unrest in the UK, it's clear that young people feel disconnected, disillusioned, and unheard. At Hebe, we aim to create spaces of reflection, education, and community action - supporting young people in building a fairer, more democratic country where they feel valued and engaged.

We remain committed to reinforcing local solutions to ending street crime, bullying, racism and building a peaceful, thriving future for generations to come. In the coming year, The Hebe Foundation will continue to support youth-led action, advocacy, and resilience.

We have accomplished so much together over the past year. With your continued support, and the wisdom and dedication of our staff and local partners, we know that putting young people at the centre of our work and our hearts will continue to bring about real and lasting change.

Registered Office: 823 Wandsworth Road, London, SW8 3JL

Tel: 07807222010

info@thehebefoundation.org.uk

www.thehebefoundation.org.uk

Charity Number 1197091

(Formerly The Hebe Foundation - South London 1139610)

REGISTERED CHARITY NUMBER: 1197091

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024
FOR
THE HEBE FOUNDATION**

Redfin Management Limited
111 Charterhouse Street
Farringdon
London
EC1M 6AW

THE HEBE FOUNDATION

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For The Year Ended 31 December 2024

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THE HEBE FOUNDATION
REPORT OF THE TRUSTEES
For The Year Ended 31 December 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and is set up as a charitable incorporated organisation (CIO).

The CIO was registered with the Charity Commission on 13 December 2021 under registration number 1197091 replacing the previous unincorporated entity The Hebe Foundation (South London) the registration number of which was 1139610.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1197091

Principal address

823-825 Wandsworth Road
London
SW8 3JL

Trustees

E Thompson
A Oludemi (resigned 31.12.24)
N Skinner (resigned 25.2.25)
A Garner
T Oyelade
A O Johnson (appointed 25.6.24)
E G A Emmanuel (appointed 25.6.24)

Independent Examiner

Redfin Management Limited
111 Charterhouse Street
Farringdon
London
EC1M 6AW

04-07-2025

Approved by order of the board of trustees on and signed on its behalf by:

Erol Thompson

.....
E Thompson - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE HEBE FOUNDATION

Independent examiner's report to the trustees of The Hebe Foundation

I report to the charity trustees on my examination of the accounts of The Hebe Foundation (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Redfin Management provides book-keeping services to The Hebe Foundation, but is not involved in any other operational activity of the charity. The FRC's Revised Ethical Standard has been applied.

Julian Davies

Julian Davies ACA

Redfin Management Limited
111 Charterhouse Street
Farringdon
London
EC1M 6AW

04-07-2025

Date:

THE HEBE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES

For The Year Ended 31 December 2024

		Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	94,501	115,033	209,534	231,715
Investment income	4	754	-	754	1,011
Total		<u>95,255</u>	<u>115,033</u>	<u>210,288</u>	<u>232,726</u>
EXPENDITURE ON					
Charitable activities	5				
Working with Young People		<u>69,469</u>	<u>118,742</u>	<u>188,211</u>	<u>203,542</u>
NET INCOME/(EXPENDITURE)		25,786	(3,709)	22,077	29,184
Transfers between funds	13	<u>(15,737)</u>	<u>15,737</u>	<u>-</u>	<u>-</u>
Net movement in funds		10,049	12,028	22,077	29,184
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>77,581</u>	<u>38,331</u>	<u>115,912</u>	<u>86,728</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>87,630</u></u>	<u><u>50,359</u></u>	<u><u>137,989</u></u>	<u><u>115,912</u></u>

The notes form part of these financial statements

THE HEBE FOUNDATION

BALANCE SHEET
31 December 2024

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	10	-	-	-	12
CURRENT ASSETS					
Debtors	11	3,727	-	3,727	695
Cash in hand		89,840	50,359	140,199	119,774
		<u>93,567</u>	<u>50,359</u>	<u>143,926</u>	<u>120,469</u>
CREDITORS					
Amounts falling due within one year	12	(5,937)	-	(5,937)	(4,569)
NET CURRENT ASSETS		<u>87,630</u>	<u>50,359</u>	<u>137,989</u>	<u>115,900</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>87,630</u>	<u>50,359</u>	<u>137,989</u>	<u>115,912</u>
NET ASSETS		<u>87,630</u>	<u>50,359</u>	<u>137,989</u>	<u>115,912</u>
FUNDS	13				
Unrestricted funds				87,630	77,581
Restricted funds				50,359	38,331
TOTAL FUNDS				<u>137,989</u>	<u>115,912</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 04-07-2025 and were signed on its behalf by:

Erol Thompson

E Thompson - Trustee

The notes form part of these financial statements

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
For The Year Ended 31 December 2024

1. GOVERNANCE AND CONSTITUTION

The charity is controlled by its governing document, a deed of trust and is set up as a charitable incorporated organisation (CIO).

The CIO was registered with the Charity Commission on 13 December 2021 under registration number 1197091 replacing the previous unincorporated entity The Hebe Foundation (South London) the registration number of which was 1139610.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 50% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Donated goods

Goods donated to the charity are recognised as income at their fair value once the charity has entitlement to the economic benefits associated with the donated items and it is probable that the economic benefits associated with the donated items will flow to the charity.

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 December 2024

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	77,279	85,923
Grants	132,255	145,792
	<u>209,534</u>	<u>231,715</u>

Of the donations received in the year £61,503 (2023: £49,459) were restricted.

Of the grants received in the year £53,531 (2023: £70,808) were restricted.

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Other grants	<u>132,255</u>	<u>145,792</u>

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>754</u>	<u>1,011</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Working with Young People	<u>169,329</u>	<u>18,882</u>	<u>188,211</u>

6. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Working with Young People	<u>1</u>	<u>104</u>	<u>18,777</u>	<u>18,882</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
For The Year Ended 31 December 2024

8. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2024	2023
Project Management	2	3
	<u>2</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

Total staff costs for the year ended 31 December 2024 were £72,161 (2023: £104,516), but this is reflected within project expenditure "Working with Young People".

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	111,448	120,267	231,715
Investment income	1,011	-	1,011
Total	<u>112,459</u>	<u>120,267</u>	<u>232,726</u>
 EXPENDITURE ON			
Charitable activities			
Working with Young People	100,105	103,437	203,542
 NET INCOME	12,354	16,830	29,184
Transfers between funds	20,723	(20,723)	-
Net movement in funds	33,077	(3,893)	29,184
 RECONCILIATION OF FUNDS			
Total funds brought forward	44,504	42,224	86,728
 TOTAL FUNDS CARRIED FORWARD	<u>77,581</u>	<u>38,331</u>	<u>115,912</u>

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
For The Year Ended 31 December 2024

10. TANGIBLE FIXED ASSETS

Plant and
machinery
£**COST**At 1 January 2024 and
31 December 2024

3,767

DEPRECIATIONAt 1 January 2024
Charge for year3,755
12

At 31 December 2024

3,767

NET BOOK VALUE

At 31 December 2024

-

At 31 December 2023

12

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

2024
£2023
£

Trade debtors

2,500

-

Other debtors

1,227

695

3,727

695

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

2024
£2023
£

Trade creditors

5,403

1,769

Taxation and social security

(1,613)

1,086

Other creditors

2,147

1,714

5,937

4,569

13. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	77,581	25,786	(15,737)	87,630
Restricted funds				
Restricted fund	38,331	(3,709)	15,737	50,359
TOTAL FUNDS	115,912	22,077	-	137,989

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
For The Year Ended 31 December 2024

13. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	95,255	(69,469)	25,786
Restricted funds			
Restricted fund	115,033	(118,742)	(3,709)
TOTAL FUNDS	<u>210,288</u>	<u>(188,211)</u>	<u>22,077</u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	44,504	12,354	20,723	77,581
Restricted funds				
Restricted fund	42,224	16,830	(20,723)	38,331
TOTAL FUNDS	<u>86,728</u>	<u>29,184</u>	<u>-</u>	<u>115,912</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	112,459	(100,105)	12,354
Restricted funds			
Restricted fund	120,267	(103,437)	16,830
TOTAL FUNDS	<u>232,726</u>	<u>(203,542)</u>	<u>29,184</u>

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 December 2024

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	44,504	38,140	4,986	87,630
Restricted funds				
Restricted fund	42,224	13,121	(4,986)	50,359
TOTAL FUNDS	<u>86,728</u>	<u>51,261</u>	<u>-</u>	<u>137,989</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	207,714	(169,574)	38,140
Restricted funds			
Restricted fund	235,300	(222,179)	13,121
TOTAL FUNDS	<u>443,014</u>	<u>(391,753)</u>	<u>51,261</u>

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2024.

15. RESTRICTED FUNDS

Restricted funds are monetary funds that are awarded for a specific use within the organization. Most commonly it is restricted to a particular project. The funds cannot be used for anything else other than what was agreed upon by the organisation and funder. It may be as specific as "refreshments" or as broad as "core costs".

	B/Fwd Balance @ 01/01/2024 £	Movement In The Year £	Transfers £	Project Funds Transfers Out £	C/F Balance @ 31/12/2024 £
P102 - Digital Disruptors	(163)	(4,953)	6,116	0	1,000
P103 - Junior Apprentice	6,090	(2,880)	0	(3,210)	0
P104 - LNTRM	658	4,285	2,125	(5,049)	2,019
P105 - Church Youth Work	12,953	7,474	0	0	20,427
P106 - Moreh Mentoring	0	348	330	0	679

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 December 2024

15. RESTRICTED FUNDS - continued

P107 - Urban Debaters	1,719	(1,023)	0	0	695
P108 - Youth Powerhouse	(112)	(4,937)	5,049	0	0
P112 - Lambeth CLIPS	(101)	0	101	0	0
P113 - Clarion Transition	637	0	0	(637)	0
P118 - Finishing Schools	0	20,564	2,860	0	23,424
P121 - Parenting Workshop	0	(418)	524	0	106
P123 - Crescere	0	(316)	3,021	0	2,705
P125 - Ease	8,652	(757)	0	(7,895)	0
P128 - Supportive Connections	(2,610)	0	2,610	0	0
P129 - Xmas Boxes Appeal	(1,266)	(2,989)	4,255	0	0
P130 - NHS Young People					
Research	10,007	(5,350)	0	0	4,656
P131 - VRU Clapham Consortium	5,121	5,511	0	(10,632)	0
P135 - Excite	(3,253)	(932)	0	0	(4,185)
P136 - Hebe Olympics		(18,504)	18,503	0	0
P137 - Democracy Project		(483)	0	0	(483)
P138 - Lambeth SVPA		9,116	0	(9,116)	0
P140- LambethSafer					
Communities		(686)	0		(686)
P200 - Core Youth Engagement		(5484)	6,778		0
Total Restricted	38,331	(3,709)	52,278	(36,541)	50,359

THE HEBE FOUNDATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
For The Year Ended 31 December 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	77,279	85,923
Grants	132,255	145,792
	<u>209,534</u>	<u>231,715</u>
Investment income		
Deposit account interest	754	1,011
	<u>210,288</u>	<u>232,726</u>
Total incoming resources		
EXPENDITURE		
Charitable activities		
Working with Young People	169,329	187,008
Support costs		
Management		
Sundries	1	-
Finance		
Bank charges	92	209
Depreciation of tangible fixed assets	12	377
	<u>104</u>	<u>586</u>
Governance costs		
Independent Examiner's fees	1,950	660
Insurance	459	792
Accountancy and legal fees	16,368	14,496
	<u>18,777</u>	<u>15,948</u>
Total resources expended	<u>188,211</u>	<u>203,542</u>
Net income	<u><u>22,077</u></u>	<u><u>29,184</u></u>

This page does not form part of the statutory financial statements

THE HEBE FOUNDATIONDetailed Statement of Financial Activities
for the Year Ended 31 December 2024

	31.12.2024	31.12.2023
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations		
Local Giving	7,636	-
Fonds De Dotation	8,350	7,000
Foursails Partners	5,250	12,762
Guys and St Thomas NHS Foundation Trust	-	13,024
Chatsworth Baptist Church	-	2,016
Co-op	1,063	1,756
Other Organisations	-	2,890
Individual Donors	2,327	9,039
Online Giving Platforms	-	7,243
Other donations	-	83
Eversheds Sutherland	-	3,750
Corporate Donors	2,000	1,200
Clapham Baptist Church	-	5,953
Community Fundraising	-	9,207
Joseph Rank Trust	10,000	-
London Baptist Association	20,674	-
The Knights Youth Centre	19,979	-
Aviation Business Continuity	-	10,000
	<hr/> 77,279	<hr/> 85,923
Grants		
Garfield Weston		20,000
Foundation Walcot	24,408	0
London Baptist Association		10,100
Tudor Trust	35,234	30,000
Postcode Society	20,000	
Clapham Park Consortium		0
Eversheds Sutherland	2,836	
Clapham Baptist Church	5,953	
Clarion Futures		2,584
Local Authority	25,968	19,677
Children in Need	15,000	15,000
Groundwork UK	500	500
Rank Foundation		2,000
Joseph Rank Trust		10,000
Wesleyan Assurance		13,076
Charities Trust	356	3,633
Albert Hunt	2,000	
St James Place		2,500
The Hale Trust		750
The Woodward Trust		1,000
The Knights Youth Centre		14,972
	<hr/> 132,255	<hr/> 145,792
Gift Aid	-	0

	209,534	231,715
Other trading activities		
Fundraising events	-	-
Other Income		
Interest income	754	1,011
Total incoming resources	210,288	232,726
EXPENDITURE		
Charitable activities		
Project & Location Costs	78,318	59,562
Staff costs - wages & salaries	23,844	98,580
Staff costs - social security costs	2,028	4,571
Staff costs - pensions	1,013	1,365
Staff costs - staff recharges	45,277	0
Space & Hall Hire	-	-
Advertising/Promotional	-	2
Professional fees	3,417	-
Refreshments & Foods	379	1,974
Telephone and Internet	1,191	1,490
Travel: Staff	-	251
Equipment rental	3,909	3,909
Entertainment	508	
Fees and Subscriptions	4,012	2,942
Consultancy	3,385	10,722
PPS	486	1,581
Training	2,091	60
	169,858	187,009
Supprt costs		
Management		
Management Fees	-	-
Finance		
Plant and machinery depreciation	12	377
Bank Fees & Charges	92	209
	104	586
Governance costs		
Insurance	459	792
Accountancy Fees	14,902	14,496
Independent Examiner's Fees		660
Office / Premises Rental & Hire	1,610	
Office Expenses and Other Overheads	1,278	-
	18,249	15,948
Total resources expended	188,210	203,543
Net Income	22,078	29,183